

# Curriculum Vitae

## Degrees and employment

2000 BA (Psych), Aarhus University  
2003 MSc (Psych), Aarhus University  
2007 PhD (Psych), Aarhus University  
2006 Research Assistant, Department of Psychology, Aarhus University  
2007 Assistant Professor, Work and Organizational Psychology, Aarhus University  
2011 Associate Professor, Work and Organizational Psychology, Aarhus University

## Research areas

Uses primarily quantitative methods, but is open for qualitative methods and methods pluralism within mainly:

The intersection between leadership and employee roles: For example employee participation, distributed leadership, voice/silence

Social identity in organizations

2013- Leader of Research Unit "Leadership and Involvement in Organizations (LINOR)  
2013-2017 Operating Co-Principal Investigator in the "Interdisciplinary Distributed Leadership (iDiL) Research Project Group"

## Teaching areas

Uses lecturing, workshops and experiential techniques in my teaching at Psychology and the Flexible Master of Public Governance. Teaches broadly within Work, Organization and Leadership psychology, which include topics such as

Organizational Development

Power

Leadership

Conflicts and Cooperation

Commitment and Job Satisfaction

Trust and justice

Job Motivation

2015 Awarded "Teacher of the Year" at Aarhus Business and Social Science, Aarhus University.

2013-present Leader of Work and Organizational Psychology teaching Group at Department of Psychology and Behavioral Sciences.

## Latest Projects

### Distributed leadership

Jeppesen, H. J. (Applicant), Ulhøi, J. P. (Applicant), Pallesen, T. (Applicant), Jønsson, T. F. (Participant), Jakobsen, M. L. (Participant), Hansen, J. R. (Participant), Rohrbeck, R. (Participant), Günzel-Jensen, F. (Participant), Kjeldsen, A. M. (Participant) & Jain, A. K. (Participant)  
01/01/2012 → 30/06/2016

### SIBA2: Sikker Identitet på byggepladser

Andersen, L. P. S. (Project coordinator), Nielsen, K. (Participant), Kines, P. (Participant) & Jønsson, T. F. (Participant)  
02/09/2013 → 31/08/2016

### Cross cultural study of Silencing in organisations

Ottsen, C. L. (Participant) & Jønsson, T. F. (Participant)  
09/11/2015 → ...

### Tværorganisatorisk intervention mod stress (TvIS)

Kirkegaard, T. (Project manager), Ponce Dalgaard, V. L. (Collaborator), Nøhr Winding, T. (Collaborator), Jønsson, T. F. (Collaborator), Dyrland Wåhlin-Jacobsen, C. (Collaborator) & Aust, B. (Collaborator)  
01/08/2018 → 31/07/2021

### **Tværorganisatorisk intervention mod stress (TvIS)**

Kirkegaard, T. (PI), Dalgaard, V. L. P. (Collaborator), Winding, T. N. (Collaborator), Jønsson, T. F. (Collaborator), Dyrland Wählin-Jacobsen, C. (Collaborator), Gadegaard, C. A. (Collaborator) & Aust, B. (Collaborator)  
01/08/2018 → 31/07/2021

### **Answarets psykologi i arbejde og organisation**

Jønsson, T. F. (PI)  
03/09/2018 → 30/09/2021

### **Eyetracking burnout**

Jønsson, T. F. (PI), Fasano, M. C. (CoPI) & Willert, M. V. (Participant)  
01/01/2022 → 01/01/2026

## **Selected publications**

### **Can an organizationally anchored, multilevel intervention improve perceived stress and psychosocial factors in the workplace? A pre-post study assessing effectiveness and implementation: a pre-post study assessing feasibility and effectiveness**

Dalgaard, V. L. P., Kirkegaard, T., Dyrland Wählin-Jacobsen, C., Aust, B., Jaspers, S. Ø., Jønsson, T. F. & Winding, T. N., 30 Jan 2025, In: *B M C Public Health*. 25, 1, p. 384 1 p., 384.

### **Crisis Intensity, Leadership Behavior, and Employee Outcomes in Public Organizations**

Kjeldsen, A. M., Grønborg Stennicke, M., Gregersen, D. S., Lindgaard Petersen, C., Bager, A. V., Jønsson, T. F. & Andersen, L. B., 2024, In: *International Journal of Public Administration*. 47, 14, p. 951-970 20 p.

### **Editorial: Organizational democracy, organizational participation, and employee ownership: Individual, organizational and societal outcomes**

Weber, W. G., Unterrainer, C. & Jønsson, T. F., 10 Feb 2023, In: *Frontiers in Psychology*. 14, 1135138.

### **Organizational democracy and meaningful work: The mediating role of employees corporate social responsibility perceptions**

Svensden, M. & Jønsson, T. F., Nov 2022, In: *Frontiers in Psychology*. 13, 11 p., 946656.

### **The savvy and cheerful employee innovation champions: The roles of political skill and trait-positive affect in employees' championing and salary levels**

Jønsson, T. F. & Kähler, H. G., Jun 2022, In: *Creativity and Innovation Management*. 31, 2, p. 236-247 12 p.

### **Do Autonomous and Trusting Hospital Employees Generate, Promote, and Implement More Ideas? The role of distributed leadership agency**

Jønsson, T. F., Unterrainer, C. & Kähler, H. G., Jan 2022, In: *European Journal of Innovation Management*. 25, 1, p. 55-72 18 p.

### **How are empowering leadership, self-efficacy and innovative behavior related to nurses' agency in distributed leadership in Denmark, Italy and Israel?**

Jønsson, T. F., Bahat, E. & Barattucci, M., Sept 2021, In: *Journal of Nursing Management*. 29, 6, p. 1517-1524 8 p.

### **International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries**

Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A., Barrett, S., Bhattacharjee, A., Blanco, N. D., Bogilović, S., Bollmann, G., Bosak, J., Bulut, C., Carter, M., Černe, M., Chui, S. L. M., Di Marco, D., Duden, G. S., Eley, V. & Fujimura, M. & 33 others, Gatti, P., Ghislieri, C., Giessner, S. R., Hino, K., Hofmans, J., Jønsson, T. S., Kazimna, P., Lowe, K. B., Malagón, J., Mohebbi, H., Montgomery, A., Monzani, L., Pieterse, A. N., Ngoma, M., Ozeren, E., O'Shea, D., Ottsen, C. L., Pickett, J., Rangkuti, A. A., Retowski, S., Ardabili, F. S., Shaukat, R., Silva, S. A., Šimunić, A., Steffens, N. K., Sultanova, F., Szücs, D., Tavares, S. M., Tipandjan, A., van Dick, R., Vasiljevic, D., Wong, S. I. & Zacher, H., Jun 2021, In: *Journal of Organizational Behavior*. 42, 5, p. 619-648 30 p.

**Distributed Leadership Agency and Work Outcomes: Validation of the Italian DLA and Its Relations With Commitment, Trust, and Satisfaction**

Barattucci, M., Lo Presti, A., Bufalino, G., Jønsson, T., Teresi, M. & Pagliaro, S., Mar 2020, In: *Frontiers in Psychology*. 11, 512.

**The effect of transformational leadership and job autonomy on promotive and prohibitive voice: A Two-Wave Study**

Svendsen, M., Unterrainer, C. & Jønsson, T. F., 1 May 2018, In: *Journal of Leadership and Organizational Studies*. 25, 2, p. 171-183 13 p.

**Social identity, safety climate and self-reported accidents among construction workers**

Andersen, L. P., Nørddam, L., Jønsson, T. F., Kines, P. & Nielsen, K. J., 2018, In: *Construction Management and Economics*. 36, 1, p. 22-31 10 p.

**Distributed Leadership Agency and Its Relationship to Individual Autonomy and Occupational Self-Efficacy: A Two Wave-Mediation Study in Denmark**

Unterrainer, C., Jeppesen, H. J. & Jønsson, T. F., 2017, In: *Humanistic Management Journal*. 2, 1, p. 57-81 24 p.

**Transformational leadership and change related voice behavior**

Svendsen, M. & Joensson, T. S., 3 May 2016, In: *Leadership & Organization Development Journal*. 37, 3, p. 357-368 12 p.

**Is our knowledge of voice and silence in organizations growing? Building bridges and (re)discovering opportunities**

Knoll, M., Wegge, J., Unterrainer, C., Silva, S. & Jønsson, T., 2016, In: *German Journal of Human Resource Management*. 30, 3-4, p. 161-194 34 p.

**Measuring distributed leadership agency in a hospital context: Development and validation of a new scale**

Jønsson, T., Unterrainer, C., Jeppesen, H. J. & Jain, A. K., 2016, In: *Journal of Health, Organization and Management*. 30, 6, p. 908-926 19 p.

**Participative supervisory behavior and the importance of feeling safe and competent to voice**

Svendsen, M., Jønsson, T. S. & Unterrainer, C., 2016, In: *Journal of Personnel Psychology*. 15, 1, p. 25-34 10 p.

**Social identity in the construction industry: implications for safety perception and behaviour**

Andersen, L. P., Karlsen, I. L., Kines, P., Jønsson, T. & Nielsen, K. J., 3 Aug 2015, In: *Construction Management and Economics*. 33, 8, p. 640-652 13 p.

**Antecedents of shared leadership: Empowering leadership and interdependence**

Fausing, M. S., Jønsson, T., Lewandowski, J. & Bligh, M., 2015, In: *Leadership and Organization Development Journal*. 36, 3, p. 271-291 21 p.

**Einstellungen und Reaktanz erleben bei geglückter und misslungener Partizipation: Welche Rolle spielt die erlebte und die gewünschte betriebliche Partizipation?**

Mende, S., Wegge, J., Jeppesen, H. J., Jønsson, T. & Unterrainer, C., 2015, In: *Zeitschrift für Arbeits- und Organisationspsychologie*. 59, 4, p. 165-187 23 p.

**The Development and Validation of a Multitarget Affective Commitment Scale**

Schoemmel, K., Jønsson, T. & Jeppesen, H. J., 2015, In: *Personnel Review*. 44, 2, p. 286-307 22 p.

**Multiple Affective Commitments: Quitting Intentions and Job Performance**

Schoemmel, K. & Jønsson, T., 2014, In: *Employee Relations*. 36, 5, p. 516-534

**A closer look into the employee influence: Organizational commitment relationship by distinguishing between commitment forms and influence sources**

Jønsson, T. & Jeppesen, H. J., 2013, In: Employee Relations. 35, 1, p. 4 - 19 16 p.

**Different Forms of Job Satisfaction: Does Job Satisfaction Mean Satisfied Employees?**

Unterrainer, C., Jeppesen, H. J. & Jønsson, T., 2013, In: Psyke & Logos. 34, 2, p. 398-419 22 p.

**Moderators of Shared Leadership: Work Function and Team Autonomy**

Fausing, M. S., Jeppesen, H. J., Jønsson, T., Lewandowski, J. & Bligh, M., 2013, In: Team Performance Management. 19, 5/6, p. 244-262 19 p.

**Under the influence of the team? An investigation of the relationships between team autonomy, individual autonomy and social influence within teams**

Jønsson, T. & Jeppesen, H. J., 2013, In: International Journal of Human Resource Management. 24, 1, p. 78-93 16 p.

**Employee attitudes to the distribution of organizational influence: Who should have most influence on which issues?**

Jeppesen, H. J., Jønsson, T. & Shevlin, M., 2011, In: Economic and Industrial Democracy. 32, 1, p. 69-86 17 p.

**Promoting Work Motivation in Organizations: Should Employee Involvement in Organizational Leadership Become a New Tool in the Organizational Psychologist's Kit?**

Wegge, J., Jeppesen, H. J., Weber, W. G., Pearce, C. L., Silva, S. A., Pundt, A., Jønsson, T., Wolf, S., Wassenaar, C. L., Unterrainer, C. & Piecha, A., 2010, In: Journal of Personnel Psychology. 9, 4, p. 154-171 18 p.

**Arbejde under forandring: organisering, relationer og arbejdsliv : temanummer**

Tønnesvang, J. (Editor), Nickelsen, N. C. M. (Editor) & Jønsson, T. (Editor), 2009, In: Psyke og Logos. 30, 2, p. 385-390 6 p.

**Non-Participatory Intervention in a Traditional Participatory Organization**

Jønsson, T. & Jeppesen, H. J., 2009, In: Wirtschaftspsychologie. 11, 4, p. 88-98 11 p.

**Participation som organisatorisk praksis**

Jeppesen, H. J. & Jønsson, T., 2009, In: Psyke og Logos. 30, 2, p. 432-452

**A multidimensional approach to employee participation and the association with social identification in organizations**

Jønsson, T., 2008, In: Employee Relations. 30, 6, p. 594 - 607 14 p.